

22 April 1952

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MEMORANDUM FOR: MR. W. R. WOLF

SUBJECT : Enrollment of Personnel

In accordance with our understanding, I visited the [REDACTED] on 14, 15, and 16 April 1952, to interview and enroll twenty (20) technical men for the Technical Services Staff. I interviewed fifty-three (53) men, twenty-one (21) of whom accepted our offer, pending the security clearance. Of these twenty-one (21) men, I accepted sixteen (16) whom I can recommend not only from technical ability, but also by character. Another five (5) are technically able, and, in fact, this group contains some of the best students. Some of these men, however, have complicated parentage and I feel that I would like to discuss their character and background before recommending them.

At a meeting with Colonel Edwards and General [REDACTED] and their assistants, we discussed the possible approach to describing the work which the students would be called upon to undertake, and I found that the following outline of the work was effective and apparently sufficiently interesting for the students to make a decision.

I told them that the Government was initiating a project which was very highly classified and, under the circumstances, I could not tell them its name or the exact character of the work. I could tell them, however, that the work was aimed toward the development of unconventional weapons, the unconventional defense and unconventional warfare in general. I told them that the present armed services were doing an excellent job in developing what I considered to be conventional weapons and some of these were of a relatively new nature, but that, in our case, we wanted to develop things which had never been done before and, in so doing, we wanted to be able to draw from every branch of science and engineering, and also draw heavily on our imagination. I told them that there would be some "hum drum" work, initial lack of facilities, and they probably would work in temporary buildings. I told them that there might be confusion in the beginning, but, on the whole, they would receive an apprenticeship and breadth of experience which I did not think could be duplicated in any commercial or military

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job. I told them that the Government would expect them to work for three (3) years--not under contract, but as a gentlemen's agreement. I also told them that they should not undertake the work unless they were prepared to work three (3) years, and, after that period, they could choose to go back to industrial or academic work or continue in this project. I told them that they would be given references and every help to obtain new jobs on a parity with their contemporaries if they desired to make a change at the end of the three year period. The scale of salaries agreed upon is as follows:

Bachelor of Science	\$4200 per annum
Master of Science	\$5000 per annum
Doctor of Philosophy	\$6000 per annum

I told them they would be based in Washington, D. C., and possibly would have to travel to various parts of the country where work might be initiated. I told them they would not be isolated and would meet interesting people in all branches of scientific work. I emphasized the fact that security would be kept more by individuals than by barbed wire fences and, although they could not discuss this work in public, they would, nevertheless, have an opportunity to come in contact with other people in the same work, thereby effectively broadening their knowledge and being stimulated by discussions. I also told them they would be expected to continue their study in some form to increase their knowledge, that extension courses would be available in Washington, D. C., and that the Government would look with favor upon their using some of their leisure time in additional study. I told them that we generally operate under the Civil Service, with a 40-hour week, but we are not bound by Civil Service as to seniority and other regulations. I told them that the 40-hour week was standard, but their interest in the work would determine how many hours they actually worked.

With regard to the military service, I informed them that they had two choices--to obtain a deferment while they are at work, or take a 16 week basic course in the Army, after which they would be discharged as veterans and come to work for us with their military service completed. I found that all of these boys were more interested in the kind of work they were going to undertake than either the salary or military service provisions, and I think this is a good sign. Actually, virtually all of the graduates of the Institute are either in the ROTC, in line for deferment with Government contractors, or on Government research projects. All of these men have offers of jobs--some as many as five (5) or six (6).

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The Personnel Division and the Security Division were exceedingly helpful, as were the [redacted] authorities. On the whole, it was a very interesting and pleasant experience. The three (3) people who were informed as to what this is all about are: [redacted]

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[redacted] I was informed that all of these men had formerly been security cleared.

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Mr. [redacted] of the Personnel Division is actually handling the paper work, and Colonel Edwards will inform us in due course as to the results of the security checks. All of the men have been advised that a security investigation is necessary and their employment would have to be contingent on a satisfactory clearance. I told them that unless they had hidden skeletons in their closets, there should be no difficulty in this matter, and it was up to them to determine what chances their clearance might have.

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I feel that this has been an interesting experiment and it shows that good men can be obtained in spite of competition. I do not believe, however, that it is possible to obtain many more men this year, and, if the program is going to be accepted, we should make a definite place for the September and February graduates, as well as for those of next June.

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cc: Colonel Edwards
Mr. Wisner

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